

## **Administrative Hearings**

The City's civil rights ordinance permits the director of the Human Relations Department to refer cases to the Human Rights Commission to be set for administrative hearings. Cases are set for hearing after the department has determined that there is probable cause to believe discrimination occurred and is unable to facilitate an agreement between the parties.

A hearing examiner then conducts an administrative hearing. The hearing examiner may subpoena witnesses and has the same responsibilities and authority with respect to discovery as circuit court judges. An attorney, at the hearing, may represent the defending party while the City's interests are represented by the City Attorney's Office. After the proceedings, the hearing examiner will make findings of fact and conclusions of law, and may grant relief in the form of compensatory or punitive damages as is deemed necessary.